



## COMMANDING GENERAL'S POLICY STATEMENT ON EQUAL OPPORTUNITY

**Our beloved America was founded on the principle that all are created equal – this is our strength.** Rightly, we all have an absolute obligation to support and defend the Constitution and the founding principles of our Country – **this is imperative.** Diversity is the hallmark of America and the United States Marine Corps – **it guarantees our victories on diverse battlefields.** Discipline, professionalism, kindness, dignity, respect, empathy, and pure goodness still matter most...these words, and their meaning reside deeply within our motto: Semper Fidelis.

The commitment to understand and promote diversity in our ranks is vital to our continued strength and success as warrior-ambassadors. **Leaders actively engage and educate to eradicate illegal treatment of others based on sexual orientation, gender, age, race, national origin, and religion.** Discrimination and sexual harassment in any form will not be tolerated within our Marine Corps and certainly not here, within our Marine Corps Installations Pacific (MCIPAC) family.

We all must read and understand MCO 5354.1D W/CHG 1 (USMC EO Manual) and MCO 1000.9A (USMC Sexual Harassment Manual). Marine Corps policy advocates for the informal resolution system (IRS), yet formal processes to address equal opportunity related incidents are available to you. Resolution should be accomplished at the lowest level, provided the complainant agrees to this course of action. All formal EO investigations will be executed expeditiously and with the absolute regard for transparency, trust and fairness to the complainant and alleged offender. Individuals who retaliate against others for filing a complaint will be subject to disciplinary action. **Simply stated, always treat others with equality, respect and dignity...be good, do good...Win!**

Additional guidance and assistance is available through the MCIPAC Equal Opportunity Advisor, who can be reached at 645-3555 or 080-1385-7236.

Semper Fidelis,

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